

REFERENCE TITLE: teacher compensation; schools

State of Arizona  
Senate  
Forty-eighth Legislature  
First Regular Session  
2007

## **SB 1568**

Introduced by  
Senators O'Halleran, Arzberger; Representative Mason

AN ACT

AMENDING SECTION 15-502, ARIZONA REVISED STATUTES; MAKING APPROPRIATIONS;  
RELATING TO SCHOOL TEACHERS.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Section 15-502, Arizona Revised Statutes, is amended to  
3 read:

4 15-502. Employment of school district personnel: payment of  
5 wages of discharged employee

6 A. The governing board may at any time employ and fix the salaries and  
7 benefits of employees necessary for the succeeding year. The contracts of  
8 all certificated employees shall be in writing, and all employees shall be  
9 employed subject to ~~the provisions of~~ section 38-481. The governing board  
10 may obtain the services of any employee, including teachers, substitute  
11 teachers and administrators, by contracting with a private entity that  
12 employs personnel required by the school district.

13 B. A teacher shall not be employed if the teacher has not received a  
14 certificate for teaching granted by the proper authorities. If a teacher has  
15 filed an application and completed all of the requirements for a certificate  
16 but time does not allow a teacher to receive a certificate before the  
17 commencement of employment, the conditional certificate shall serve as a  
18 certificate for the payment of wages, provided that the teacher files the  
19 conditional certificate with the county school superintendent and the  
20 certificate is issued within three months of the date of commencing  
21 employment. In order to be paid wages beyond the three month period  
22 prescribed in this subsection, the teacher shall file the certificate with  
23 the county school superintendent. Any contract issued to a teacher who has  
24 completed certificate requirements but has not received a certificate shall  
25 be specifically contingent upon receipt of such a certificate. The governing  
26 board of a school district that is subject to section 15-914.01 shall adhere  
27 to the duties described in section 15-302, subsection A, paragraph 9 for  
28 purposes of this subsection.

29 C. No dependent, as defined in section 43-1001, of a governing board  
30 member may be employed in the school district in which the person to whom  
31 such dependent is so related is a governing board member, except by consent  
32 of the board.

33 D. The governing board may employ certificated teachers under contract  
34 as part-time classroom teachers. Notwithstanding any other statute, a  
35 certificated teacher who has been employed by the school district for more  
36 than the major portion of three consecutive school years does not lose the  
37 entitlement to the procedures prescribed in sections 15-538.01, 15-539  
38 through 15-544 and 15-547 if the teacher is employed under contract on a  
39 part-time basis for at least forty per cent time. ~~As used in~~ **FOR THE**  
40 **PURPOSES OF** this subsection, "forty per cent time" means employed for at  
41 least forty per cent of the school day required of full-time teachers of the  
42 same grade level or for at least forty per cent of the class load assigned to  
43 full-time teachers of the same grade level, as determined by the governing  
44 board.

1 E. Notwithstanding sections 23-351 and 23-353, if an employee is  
2 discharged from the service of a school district, the school district shall  
3 pay the wages due to the employee within ten calendar days from the date of  
4 discharge.

5 F. Each school district shall establish policies and procedures to  
6 provide teachers with personal liability insurance.

7 G. THE MINIMUM SALARY FOR A FULL-TIME TEACHER EMPLOYED BY A SCHOOL  
8 DISTRICT SHALL BE THIRTY-THREE THOUSAND DOLLARS PER YEAR.

9 H. BEGINNING IN 2007, ON OR BEFORE NOVEMBER 15 OF EACH YEAR, EACH  
10 SCHOOL DISTRICT SHALL REPORT TO THE DEPARTMENT OF EDUCATION THE NUMBER OF  
11 TEACHERS THAT WILL BE EMPLOYED BY THE SCHOOL DISTRICT, THE BASE PAY OF EACH  
12 TEACHER AND THE REMAINING NUMBER OF TEACHERS NEEDED BY CONTENT AREA AND GRADE  
13 LEVEL. FOR THE PURPOSES OF THIS SUBSECTION, "BASE PAY" MEANS THE BASE SALARY  
14 OF A TEACHER PLUS MONIES DISTRIBUTED PURSUANT TO SECTION 15-977 AND ANY  
15 ADDITIONAL CONTRACTUAL TEACHER COMPENSATION MONIES. BASE PAY DOES NOT  
16 INCLUDE PERFORMANCE PAY.

17 Sec. 2. Statewide teacher development and recognition plan

18 A. The state board of education shall adopt a statewide teacher  
19 development and recognition plan. The board shall recommend to the governor  
20 and to the legislature an integrated teacher quality, support and assessment  
21 program that, at a minimum, does the following:

22 1. Provides for the improvement of instruction and teacher pay using  
23 student achievement data and goals.

24 2. Includes standards-based teacher professional development  
25 opportunities.

26 3. Recognizes both base pay increases and one-time performance  
27 stipends for individuals, teams and schools based on increasing levels of  
28 student achievement and teacher responsibility.

29 4. Recognizes professional development growth based on professional  
30 development standards and mentoring and coaching duties.

31 5. Allows school districts to work in cooperation with the appropriate  
32 departments of the counties in which the school districts are located to  
33 implement the integrated program or to form multidistrict partnerships to  
34 support the professional development and evaluation components of the  
35 program.

36 6. Uses the principles of the master teacher definition developed by  
37 the state board of education to define an Arizona master teacher for the  
38 integrated program. This definition shall include consideration of a  
39 teacher's years of service, the ability to assist students at various levels  
40 of achievement to make academic progress and a clear understanding of how to  
41 use data and professional development to further impact student learning and  
42 achievement.

43 B. Participation in this integrated program shall be required of  
44 districts, except that teachers may choose not to participate in integrated  
45 performance programs that involve additional responsibilities outside of

1 their classroom responsibilities, such as mentoring, coaching and  
2 participation on school and district committees. The goal of the plan is to  
3 consolidate teacher quality and pay programs into a single program that  
4 supports, expects and encourages student achievement and teacher development  
5 and retention and to reduce duplicative administrative burdens on schools and  
6 teachers.

7 C. The state board of education shall consider the recommendations of  
8 the state career ladder advisory committee established by section 15-918.01,  
9 Arizona Revised Statutes, and the Arizona performance based compensation  
10 system task force established by section 15-920.01, Arizona Revised Statutes,  
11 in developing the integrated program.

12 D. The state board of education shall adopt recommendations for an  
13 integrated program on or before November 15, 2007, including a process for  
14 review and approval of district plans to comply with the adopted integrated  
15 program requirements. The plan, including any recommendations regarding the  
16 funding mechanism and base level increases for the integrated performance  
17 programs, shall consider the resources and expertise of the state career  
18 ladder advisory committee, the Arizona performance based compensation system  
19 task force and the management duties of the department of education.

20 E. The state board of education shall eliminate unnecessary and  
21 cumbersome regulation and reporting requirements that would otherwise  
22 interfere with the efficient administration of the integrated program.

23 Sec. 3. Appropriation; program development

24 A. The sum of \$3,000,000 is appropriated from the state general fund  
25 in fiscal year 2007-2008 to the state board of education for program  
26 development and review and for allocation of planning grants to school  
27 districts requesting assistance in developing a plan to meet the professional  
28 development and evaluation requirements of the teacher development and  
29 recognition plan prescribed in section 2 of this act.

30 B. The grants from monies appropriated pursuant to subsection A shall  
31 be distributed to school districts that demonstrate a need for planning. The  
32 grants may also be distributed to consortiums of school districts and  
33 regional education agencies to collaborate and plan on a regional basis. No  
34 more than ten per cent of the monies distributed may be used for  
35 administrative purposes.

36 C. The state board of education may use a portion of the monies  
37 appropriated pursuant to subsection A to fill two new full-time equivalent  
38 positions to provide ongoing guidance to the state board of education on the  
39 need for teacher development and support related to new education mandates,  
40 rules or programs or changes to education mandates, rules or programs and the  
41 status of standards-based professional development in schools and school  
42 districts in this state.

43 Sec. 4. Appropriation; mentor training

44 The sum of \$4,000,000 is appropriated from the state general fund in  
45 fiscal year 2007-2008 to the state board of education for distribution to the

1 Arizona K-12 center to provide regional support for program implementation  
2 and mentor training for the Arizona master teacher program as prescribed by  
3 the state board of education.

4 Sec. 5. Appropriation; training grants

5 A. The sum of \$700,000 is appropriated from the state general fund in  
6 fiscal year 2007-2008 to the state board of education for distribution to the  
7 Arizona K-12 center to enhance professional development based on standards  
8 and to expand teacher capacity to integrate technology into the classroom.

9 B. The state board of education may use the monies appropriated  
10 pursuant to subsection A to issue training grants to educational service  
11 agencies with a plan to provide training that develops regional and local  
12 capacity for using the standards. The education service agencies shall focus  
13 training on schools and school districts that demonstrate the most need.

14 Sec. 6. Appropriation; teacher salaries; exemption

15 A. The sum of \$50,000,000 is appropriated from the state general fund  
16 in fiscal year 2007-2008 to the state board of education to increase the  
17 school district base support level to \_\_\_\_\_ per cent in order to carry out  
18 the purposes of section 15-502, subsection G, Arizona Revised Statutes, as  
19 amended by this act.

20 B. School districts shall use any remaining monies distributed from  
21 the monies appropriated pursuant to subsection A of this section to increase  
22 the teacher base pay for teachers whose salaries already meet or exceed  
23 \$33,000 per year. These monies shall supplement and not supplant any  
24 compensation increases previously negotiated and shall be in addition to  
25 other raises that are customarily provided to teachers from school district  
26 discretionary monies, including inflationary increases as mandated by law or  
27 that result from student growth and teacher compensation increases pursuant  
28 to section 15-977, Arizona Revised Statutes.

29 C. The appropriation made in subsection A of this section is exempt  
30 from the provisions of section 35-190, Arizona Revised Statutes, relating to  
31 lapsing of appropriations.

32 Sec. 7. Appropriation; math and science teachers; exemption

33 A. The sum of \$10,000,000 is appropriated from the state general fund  
34 in fiscal year 2007-2008 to the state board of education to increase the base  
35 support level by \_\_\_\_ per cent for distribution to school districts for  
36 payments to highly qualified mathematics and science teachers in teacher  
37 shortage and retention areas as determined by the state board of education.

38 B. The monies appropriated pursuant to subsection A of this section  
39 shall be allocated to school districts based on the number of certified  
40 mathematics and science teachers in each school district and shall be  
41 distributed to mathematics and science teachers in a manner deemed  
42 appropriate by each school district governing board.

43 C. The appropriation made in subsection A of this section is exempt  
44 from the provisions of section 35-190, Arizona Revised Statutes, relating to  
45 lapsing of appropriations.

